



UK NEWS



Welcome to UK News 2nd March 2023
your weekly update from around CEMEX UK
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CEMEXUK



HEALTH & SAFETY

LTI Milestone Achievements



Congratulations to everyone in UK Materials North West who achieved 3 years LTI free. Also, congratulations to UK Asphalt West who achieved 9 years LTI free. These are significant milestones – well done.

LTI and TRI milestones demonstrate that ZERO is possible, even with challenging environments and working processes. With the right level of focus and attention to Health & Safety, our Zero4Life objective can be met and sustained.

Health & Safety Improvement – Quick Win at Swansea

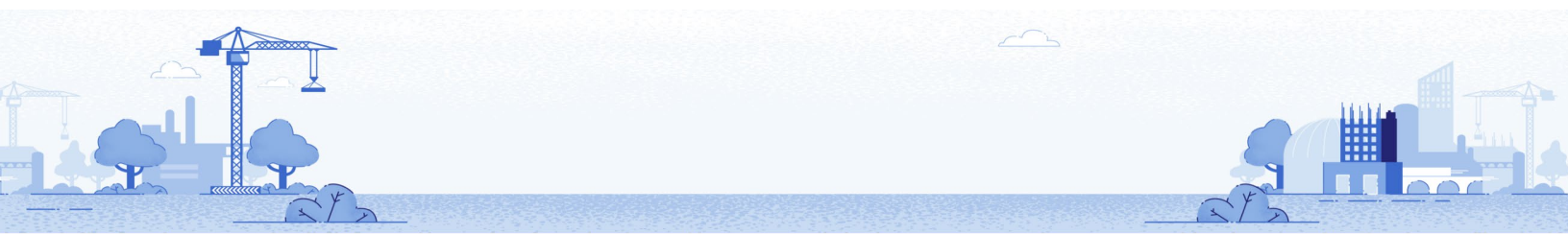


At CEMEX's Swansea Wharf site edge protection was a key health & safety issue.

Nigel Street, Wharf/Minimix Transport Manager Readymix, reached out on Yammer to share a great solution to address this health and safety issue with a quick win, very low-cost solution.

On the Wharf there was around 100m to 150m of exposed wharf edge with no physical barrier in place to prevent vehicle access or to set a boundary for the non-pedestrian area. This was an issue as CEMEX is not the landowner and access is required to the wharf edge by Stevedores, ship's crew and ABP staff.

Nigel explains: "I remembered a visit I had to Concrete Products at Wick as part of my role and business familiarisation back over 19 years ago, when I had a tour of Wick Products with Sue Townsend. I was aware of multiple sites in Readymix and Aggregates that had previously sourced 'lego blocks' externally at a significant cost and used them for demarcating areas. I remembered from my visit to Wick they used to have waste concrete moulds. I spoke to Sue who willingly agreed to start producing the Jersey blocks for us at Swansea."



The blocks were delivered and put in place by a local haulage contractor, FG Bond, who Wick Products used. By reaching out across different business areas within CEMEX, and with full support from Sue, we only had to pay for delivery and placement costs. This offered us a great solution to the problem at a very low-cost using waste concrete.

The benefits mean the movable edge protection will allow safe access for Stevedores and port staff without fixed structures requiring permission of third-party site owner. They can be handled by forklift or telehandler for placement around site, and for ease of movement during cleaning/housekeeping.

We have since discussed another batch to be delivered to our CEMEX Cardiff Wharf for similar uses and with other boundary demarcating purposes.

Well done Nigel – a fantastic initiative which will help towards achieving our Zero 4 Life goal.

Cross Functional VFL Day in Yorkshire



John Parker, General & Commercial Manager, Readymix, and the teams at Goole and Scunthorpe plants had a great day catching up with our tipper and mixer drivers at a recent VFL day.

The VFL days are a fantastic way to help communicate our message on Slips, Trips & Falls and Take 5.



Many thanks to Ian Phoenix and Gordon Renshaw helping to relay the safety messages and stories to 14 Drivers and Plant Managers.

Well done to everyone for pulling together to achieve Zero 4 life!

RSA Course at Dove Holes

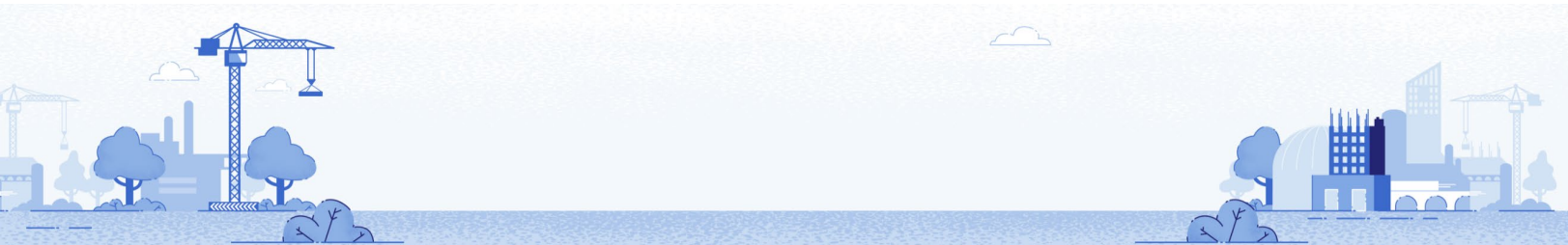


Congratulations to the latest group of colleagues from across CEMEX for attending the Rail Safety Awareness (RSA) course at Dove Holes on Wednesday 15th February.

Those who attended this course include: Jacques Le Port, Keith Wood, Andy Currie, Andy Cooper, Gary Bresnahan, Steve Taylor, Nicola Drabble, Chiedza Mupfumira and Marcus Hollingworth.

Since December 2016 over 1,000 candidates from various companies have attended Victra Railfreight's Rail Safety Awareness courses, designed specifically for employees working within the aggregate/construction industry.

If you would like to attend a Rail Safety Awareness course please contact Tracey Millen
traceyann.millen@cemex.com



Mindful March



Let's pause, breathe and notice, so we can respond more mindfully.

This month take some time to look within. Learning to be more mindful and aware can do wonders for our well-being in all areas of life – like the way we eat, the things we notice or our relationships. It helps us get in tune with our feelings and stops us dwelling on the past or worrying about the future – so we get more out of the day-to-day. It can also help us identify what we're grateful for, which has been proven to help boost your happiness levels!

At the end of this document and in the download section of the UK News website:

www.cemexuknews.co.uk/downloads you can find the Mindful March Calendar poster which is full of actions to help have a Mindful March. Please share it on your workplace notice boards.

Vanessa King from Action for Happiness shares her top tips for Mindful March. You can watch it [here](#).

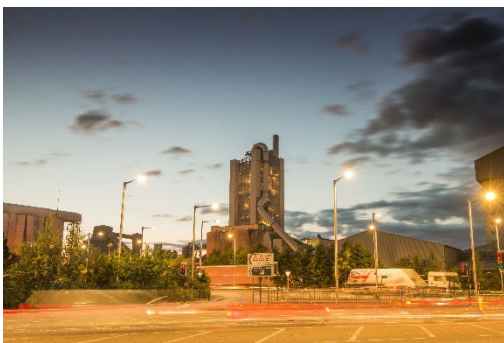
The [Action for Happiness](#) online program is a great way to get the new year off to a happier start, with inspiring daily videos and fun actions to try out. Prioritising happiness and kindness influences how we approach everything – including our personal lives, families, communities, schools, and workplaces. It also shapes our views on public policy and helps us to consider the wellbeing of future generations too.

You can also be part of a kind and friendly community putting Action for Happiness ideas into practice daily [using their app](#).



FUTURE IN ACTION

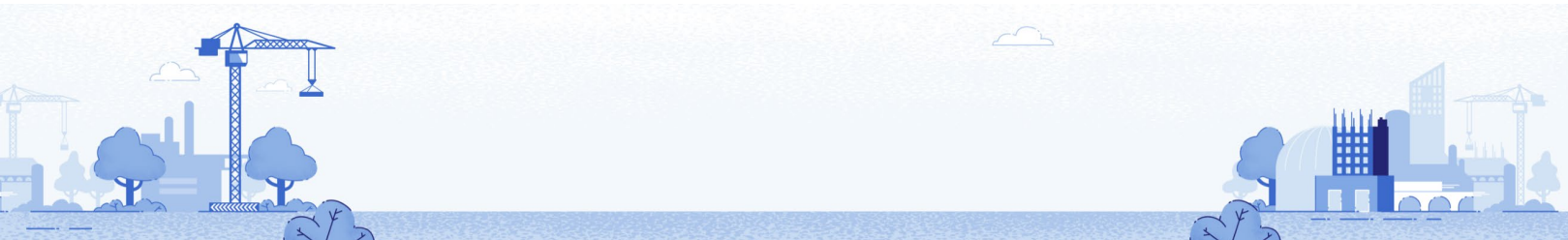
CEMEX Achieves Milestone CO₂ Reduction in Europe



CEMEX achieved a milestone 41 per cent reduction* in the CO₂ emissions generated by its European cement business in 2022, demonstrating its dedication to increasing the sustainability of its operations through a concerted climate action strategy; Future in Action.

A fifth of the total reduction attained since 1990 happened in the last two years, with a drop of over 12% from 2020 performance; clearly showing the acceleration of CEMEX's efforts to cut emissions.

Sergio Menendez, Regional President for CEMEX EMEA, commented: "We are very proud to have reached a 41% reduction in CO₂ emissions generated by our European cement business, and this is all thanks to the commitment of our teams to pursuing climate action, circularity, and natural resource management."



As we begin to implement the next stages in our climate action strategy, we now expect to exceed our 2030 aspiration of hitting a 55% CO2 reduction in our European operations. While we are progressing important carbon capture projects and policy advocacy for our ultimate net zero target, these 2030 interim aspirations are not reliant on this technology.”

This is certainly a challenging target, but I am confident that with innovative thinking, close collaboration between our different business areas, and further development of our regulatory framework, it is both feasible and profitable. This sustained effort is vital if we are to meet our global, primary objective of becoming a net-zero CO2 company by 2050. We will continue to provide regular updates on our progress.”

You can read the full press release [here](#).

* Compared to 1990 baseline

Latest Earthly Matters Blog



The February 2023 edition of Earthly Matters, the blog dedicated to the partnership between CEMEX and the RSPB, is now available to read online.

In this month’s edition:

- RSPB catch up from Jo Garrad (RSPB Conservation Advisor)
- Creating Marvelous Meadows
- RSPB’s Catherine Cullen – LinkedIn Blog Post “Quarries, creating unique homes for nature”
- Watch, Read, Listen

This is accessible to all, even those without a CEMEX email address, so please do share with your teams. You can read the blog [here](#).

Jessica Morden MP Visits Newport Site

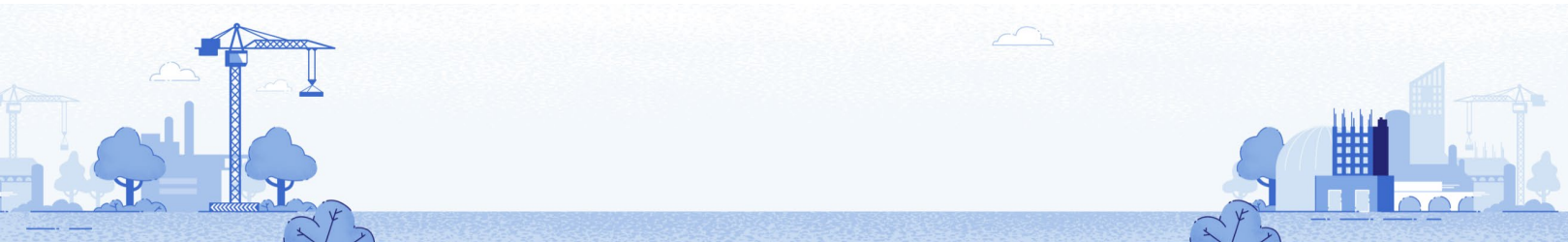


CEMEX were pleased to recently host a visit to the Newport Concrete plant by Jessica Morden, MP for Newport East, and a member of her team, Emma, with thanks to Matt Johnson and Steve Price for their support.

Jessica Morden has been MP for the area since 2005, and is a vocal supporter of energy intensive industries, and for industry and workers in her constituency. Jessica was keen to discuss the local projects that we supply, the positive impact we have on the local community and to have a run through how the site runs and operates, as well as

to see the day-to-day workings of our concrete plant.

We also discussed national issues, including opportunities for our industry and the global programmes that CEMEX work on. Our Future In Action strategy, the cost of energy prices, product standards and our Vertua range were all discussed on the visit too.



Jessica said of the visit: “One of the best things about recess is getting out and about to see businesses across the constituency. Hearing about how the industry is working to move to net zero was super interesting, but, as is the case for many energy intensive industries, they need more meaningful help from the government. Thanks to Manager, Matt Johnson (a Newport Eastie himself), for taking the time to show me around today.”

At CEMEX, we were grateful to welcome Jessica and Emma onto our site and look forward to continuing to work with her office in Newport to be positive members of the local community.

Making a Difference to Those in Need



Back in November, Matt Baines and Steve Coles from the UK Operational Excellence team took time out to Lend a Hand to Samaritan's Purse Operation Christmas Child (OCC), where they helped pack Christmas gift shoe boxes for underprivileged children.



In an email sent by Mrs Jacky Garbett, a local volunteer with Operation Christmas Child, she thanked Matt and Steve for their support and shared some details about where the shoe boxes were sent.

“On behalf of OCC I want to express our thanks and appreciation to you, for your support for OCC this past November. You were an amazing and valuable part of our volunteers team. I do hope you enjoyed your experience and appreciated the part that you played in bringing hope, joy and love to so many children living in difficult situations.

Over 250,000 gift-filled shoeboxes were collected/packed and processed across the UK, and then transported via 18 lorries and 9 shipping containers to Ukraine, Belarus, Bosnia, Moldova and Albania + Nigeria and Central Asia... Thank you again for helping to bring hope and joy to so many families in difficult situations. But once again, a huge thank you for the work and support, packing and processing the OCC shoeboxes. Your help was so appreciated. Over 30,000 online shoeboxes were packed in Oldbury and you were a vital part of the team.”

Operation Christmas Child is one part of the work of a larger charity – Samaritan's Purse, which is currently involved in relief / medical work in the war affected areas of Ukraine, and the earthquake devastated areas of Turkey and Syria.



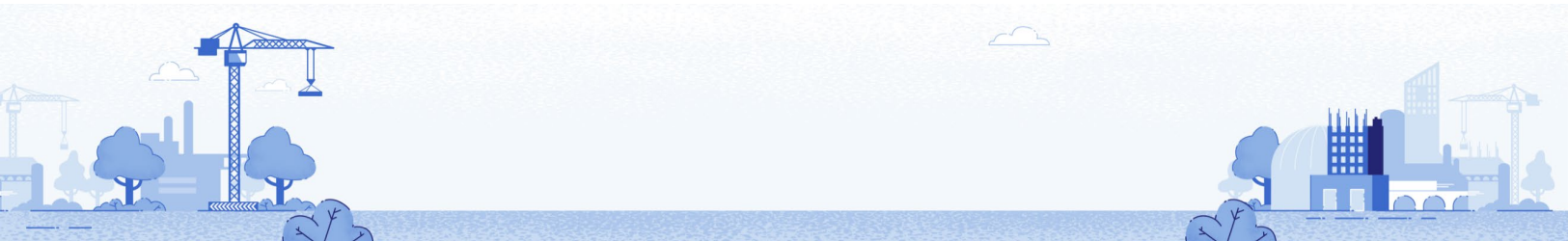
PROFITABILITY

Become a CEMEX Yellow Belt in Lean Management



Did you know the Operation Excellence team offer a 'Yellow Belt' course consisting of eight virtual modules and is available for ALL employees. These cover the key themes of Lean Management. Each module takes around one hour to complete, and includes videos, case studies, articles and quizzes.

'Yellow Belt' is a 'beginner' level course and is suitable for new employees or as a 'refresher' for longer-serving employees. More advanced 'Green Belt' training will follow later in 2023 and will be delivered in-person.



The training courses are open to all employees and are not specific to Readymix or Aggregates (www.cemexuniversity.com). On completion of all eight modules, the participant receives a certificate and a 'Yellow Belt' t-shirt.

You can access the training here: <https://degreed.com/plan/1799254>

The EMEAA Operational Excellence Training Academy is an interactive learning experience including training materials from within CEMEX and from other industries on the subjects of operational excellence, and continuous improvement of our business through increased performance and innovation. Around 300 colleagues are in the academy at present, and around 100 have completed all eight modules, receiving a certificate and T shirt.

Quality Matters Update



The latest Quality Matters communication has been released for review and discussion with your teams. You can find the communication at the end of this document and on the UK News download page: www.cemexuknews.co.uk/downloads

As a part of our Quality Management System and a requirement of BS EN ISO 9001, the standard to which we are certified, each business must set a number of Quality Objectives. Performance against each objective is communicated quarterly and reviewed as part of the One CEMEX and business specific Quality Management Reviews, where the following year's objectives are also set.

Please display the communication on workplace noticeboard at all locations.



EMPLOYEES

ASK LEX – Response No.4

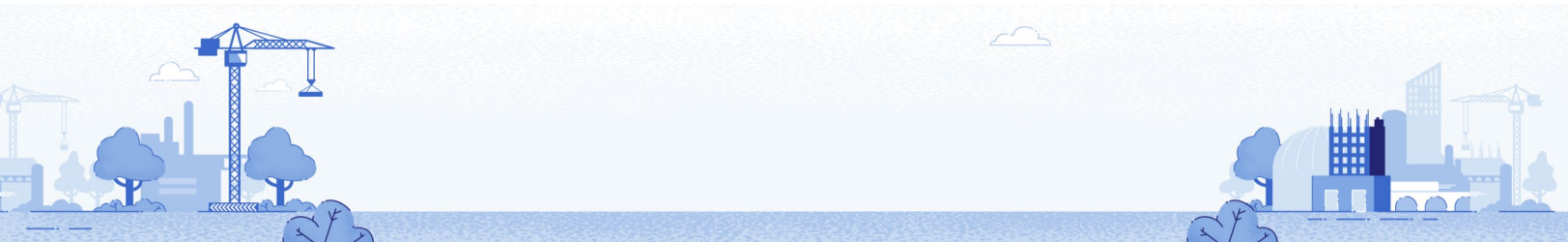


In January we launched **ASK LEX**, where we invited you to send in business related questions to Lex Russell, Managing Director of UK Materials. We want all of our employees to feel they can ask questions of our business leaders and receive transparent answers.

Thank you to those who have sent in questions so far. Where relevant, we will share questions and responses from Lex in future UK News editions.

Here is another question sent in for Lex, along with Lex's response:

Q: Every quarter, we encourage our customers to fill in our NPS Surveys and the response rate (though slightly improved in Q4 2022) is usually quite low. As a consumer myself, I am constantly sent similar questionnaires from supermarkets, online shopping sites, etc. asking to give feedback. I must admit that I only ever do so when there is some sort of tangible reward offered (usually entry into a prize draw for some vouchers). Otherwise I just delete them. Is this something we should offer customers when sending out NPS surveys? I would suggest that the



potential lure of, say, £500 of Amazon vouchers would see a marked increase in customer response rate.

A: We agree that customers are potentially more likely to respond to our NPS surveys if there is an incentive and so the Customer Experience teams have been exploring ways to offer this. To encourage participation while also supporting our local causes and communities we are therefore working on a charitable incentive for every survey that is filled out. We will be able to confirm the charity in the coming weeks.

If you have a question, simply send it through to gb-communicationsandpublicaffairs@cemex.com and the Communications team will manage this directly with Lex. Written answers will then be provided back to you and, if appropriate, shared in UK News for others to read.

Please note that questions cannot be handled anonymously. We look forward to hearing from you!

Business Fights Poverty Gender Summit



Beatriz Tumoine, Global Social Impact Director at CEMEX, has been confirmed as a speaker on a panel to discuss the latest trends and lessons for how to support female entrepreneurs.

This panel is part of the agenda of the “Business Fights Poverty Gender Summit”, a virtual event open to all CEMEX, which you can register for [here](#) using the code IWD23FRIEND.

The Summit takes place on 8th and 9th March. CEMEX’s participation led by Beatriz is on 8th March from 8.00 to 9.30AM EST (1pm to 2.30pm UK time).

More Roadshow Dates To Come



The Materials Roadshows, which have taken place at a variety of our locations across the UK over the last few weeks, have been going well with nearly 300 employees attending over the two weeks.

There are still more sessions to come:

21st March – Home Counties – 10am – Shefford Office, Thomas Bros (Luton), Top Farm, Shefford Road, Bedfordshire, SG17 5PL – Contact Nick Vivian to book

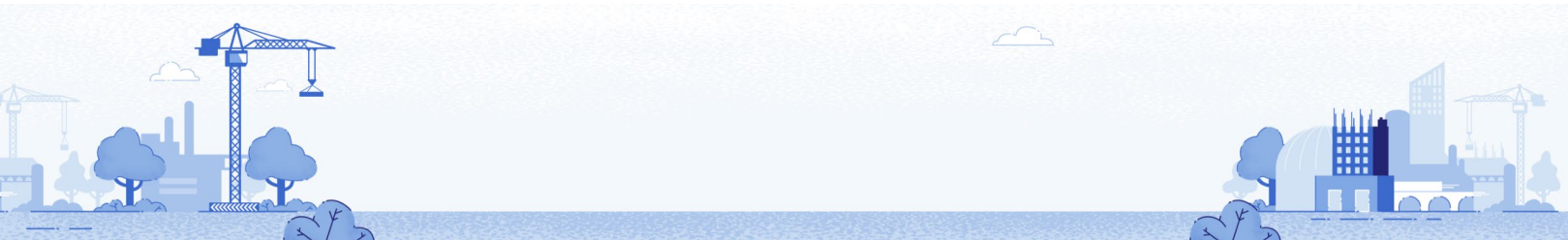
your space

21st March – Home Counties – 2pm – Hatfield Quarry – Contact Lewis Coxon to book your space

22nd March – Binley HQ – 11am-1pm and 2pm-4pm – spaces very limited – Contact Sarah Murphy to book your space

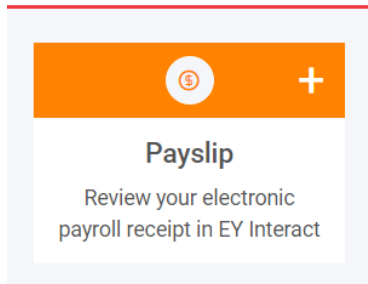
24th March – South West – CEMEX, London Road, Wick, Bristol, BS30 5SJ – Contact Rob Sims to book your space

28th March, – Binley HQ – 10am-12noon and 1pm-3pm – spaces very limited – Contact Sarah Murphy to book your space



Payslips via spark!

spark!



Did you know, you can now access your payslip via spark!

By now, you should have received a welcome e-mail from EY that will contain information about how to enrol on their portal and how to use it.

Once you have enrolled, you will be able to access your payslip via spark:

1. Open spark! – <https://spark.cemex.com/>
2. Click Tools & Services
3. You will see the Payslip link here.
4. Click to open
5. Select 'Client Employee'
6. Once you have enrolled, this will then take you to your payslips

Historical payslips (from November 2022 and prior) will still be available in Shift if you need them.

Future Disruption Due to Rail Strikes



Once again, the RMT have announced strike action affecting Network Rail employees.

They will be taking 24 hours of strike action on **Thursday 16th March**. The RMT have also announced strike action affecting passenger trains on Thursday 16th and Saturday 18th March and then Thursday 30th March and Saturday 1st April.

There is also an **Overtime Ban for Network Rail employees** following the strike action. This is split into two halves, Maintenance staff and Operations staff. We understand that there could be an impact to our operations from the Operations staff overtime ban.

This will be in effect on the following dates:

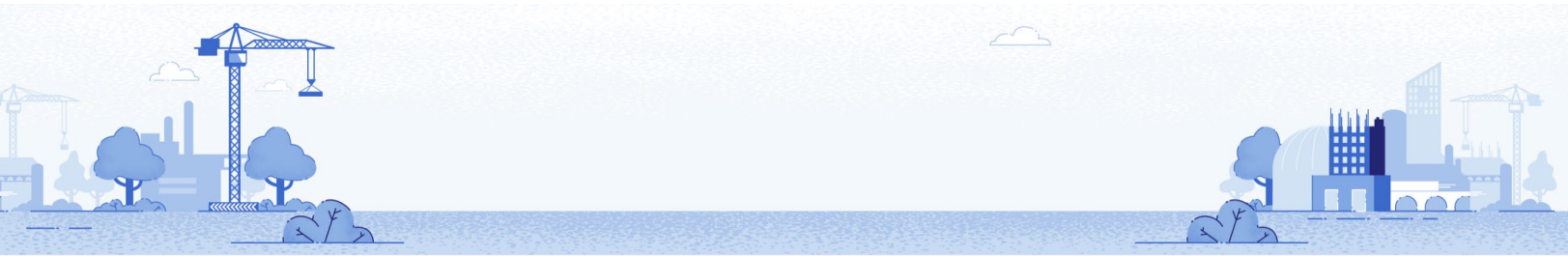
Sunday 26th March to Saturday 1st April
Sunday 9th April to Saturday 15th April
Sunday 23rd April to Saturday 29th April

These strikes will affect a number of rail operating companies, including Network Rail. The disruption this is going to cause to our business is significant. Please can you ensure you are advising customers of the potential impact to supply.

The Supply Chain team is working hard to mitigate the impact to our operations wherever possible and is in contact with the relevant business areas around this.

However, for employees who are planning to use the rail network on the above dates, for instance for meetings or training, it is worth exploring alternative methods of transport or potentially rescheduling.

You can read more about the planned strike here: <https://www.bbc.co.uk/news/business-61634959>



Long Service Congratulations



We would like to send huge congratulations and thank you to the following colleagues for reaching long service milestones in January and February.

We appreciate all your contributions and hard work over the years:

- Kevin Hockley, Engineering & Maintenance Manager, Tilbury – celebrating 15 years
- Ian Bagshawe, Multi Skilled Operative, Derbyshire – celebrating 25 years
- Phillip Brindley, Plant and Field Technician, Shropshire – celebrating 25 years
- Kelly Withall, Transport Administrator, West Midlands – celebrating 15 years
- Paul Sammon, Technical Systems Administrator, West Midlands – celebrating 15 years
- Stuart Wood, Sales Executive, Warwickshire – celebrating 15 years

Policy Centre Update



You can find the latest updates to the Policy Centre for January [here](#).

Get to know the Policy Centre's latest updates:

- [November 2022](#)
- [December 2022](#)

Remember that the CEMEX Policy Centre is now all on spark! You can visit [here](#).

Thinking about a Spring Break?

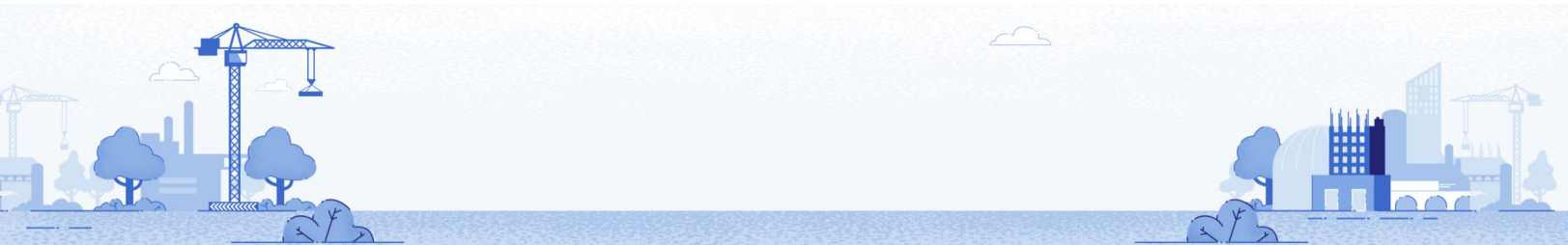


Now the days are noticeably getting longer you might be thinking about a spring break.

If so, why not head over the CEMEX Lifestyle platform where you can find some great offers. Save 7% on AirBNB, save 10% on Hotels.com and 10% on Cottages.com

If you are planning to go further afield, you can save 30% on airport parking, 10% on TUI holidays or 10% on Jet2Holidays.

To check out any of these deals, head over to the Lifestyle platform [here](#)



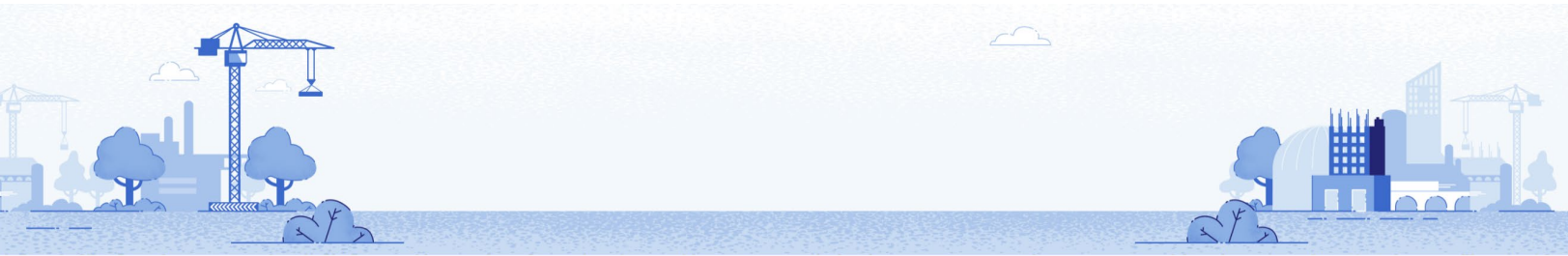
Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
44-02-2023	Plant Manager	Materials – Readymix	Morten Valence	02/03/2023
45-02-2023	Chemical Lab Analyst	Cement Operations	Rugby Cement Plant	02/03/2023
46-02-2023	Multi Skilled Operative	Urbanisation Solutions – Asphalt	Birmingham	06/03/2023
47-02-2023	External Sales Representative	Urbanisation Solutions – Asphalt	Birmingham	07/03/2023
48-02-2023	Operative	Urbanisation Solutions – Asphalt	Lincoln	06/03/2023
49-02-2023	Plant Manager	Materials – Readymix	Weeford	06/03/2023
50-02-2023	Multiskilled Operative	Materials – Aggregates	Dove Holes Quarry	06/03/2023
51-02-2023	Internal Sales Representative	Customer Experience – Materials	Binley	06/03/2023
52-02-2023	Sales Administrator	Customer Experience – Materials	Binley	06/03/2023
53-02-2023	Distribution Coordinator	Customer Experience – DSM	Binley	06/03/2023
54-02-2023	Class 2 Driver (Tipper)	Supply Chain – Materials	Jarrow	08/03/2023

We would love to hear from you for the next edition

To send us a story: either click on 'submit a story' on the UK News website or email gb-communicationsandpublicaffairs@cemex.com

If you can, please include a photo too (taken in super fine landscape setting and saved as a jpeg.) Thank you.



Mindful March 2023

MONDAY



TUESDAY



WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

SUNDAY

6

If you find yourself rushing, make an effort to slow down

7

Take three calm breaths at regular intervals during your day

8

Eat mindfully. Appreciate the taste, texture and smell of your food

9

Take a full breath in and out before you reply to others

10

Get outside and notice how the weather feels on your face

11

Stay fully present while drinking your cup of tea or coffee

12

Listen deeply to someone and really hear what they are saying

13

Pause to watch the sky or clouds for a few minutes today

14

Find ways to enjoy any chores or tasks that you do

15

Stop. Breathe. Notice. Repeat regularly

16

Get really absorbed with an interesting or creative activity

17

Look around and spot three things you find unusual or pleasant

18

Have a 'no plans' day and notice how that feels

19

Cultivate a feeling of loving-kindness towards others today

20

Focus on what makes you and others happy today
dayofhappiness.net

21

Listen to a piece of music without doing anything else

22

Notice something that is going well, even if today feels difficult

23

Tune into your feelings, without judging or trying to change them

24

Appreciate your hands and all the things they enable you to do

25

Focus your attention on the good things you take for granted

26

Choose to spend less time looking at screens today

27

Appreciate nature around you, wherever you are

28

Notice when you're tired and take a break as soon as possible

29

Choose a different route today and see what you notice

30

Mentally scan your body and notice what it is feeling

31

Discover the joy in the simple things of life



ACTION FOR HAPPINESS

Happier · Kinder · Together

Materials and Urbanisation Solutions













2022 QUALITY OBJECTIVES PERFORMANCE

As a part of our Quality Management System and a requirement of BS EN ISO 9001, the standard to which we are certified, each business must set a number of Quality Objectives. Performance against each objective is communicated quarterly and reviewed as part of the One CEMEX and business specific Quality Management Reviews, where the following years objectives are also set.

Business specific objectives are set to enable the overarching One CEMEX Quality Objective to be achieved:

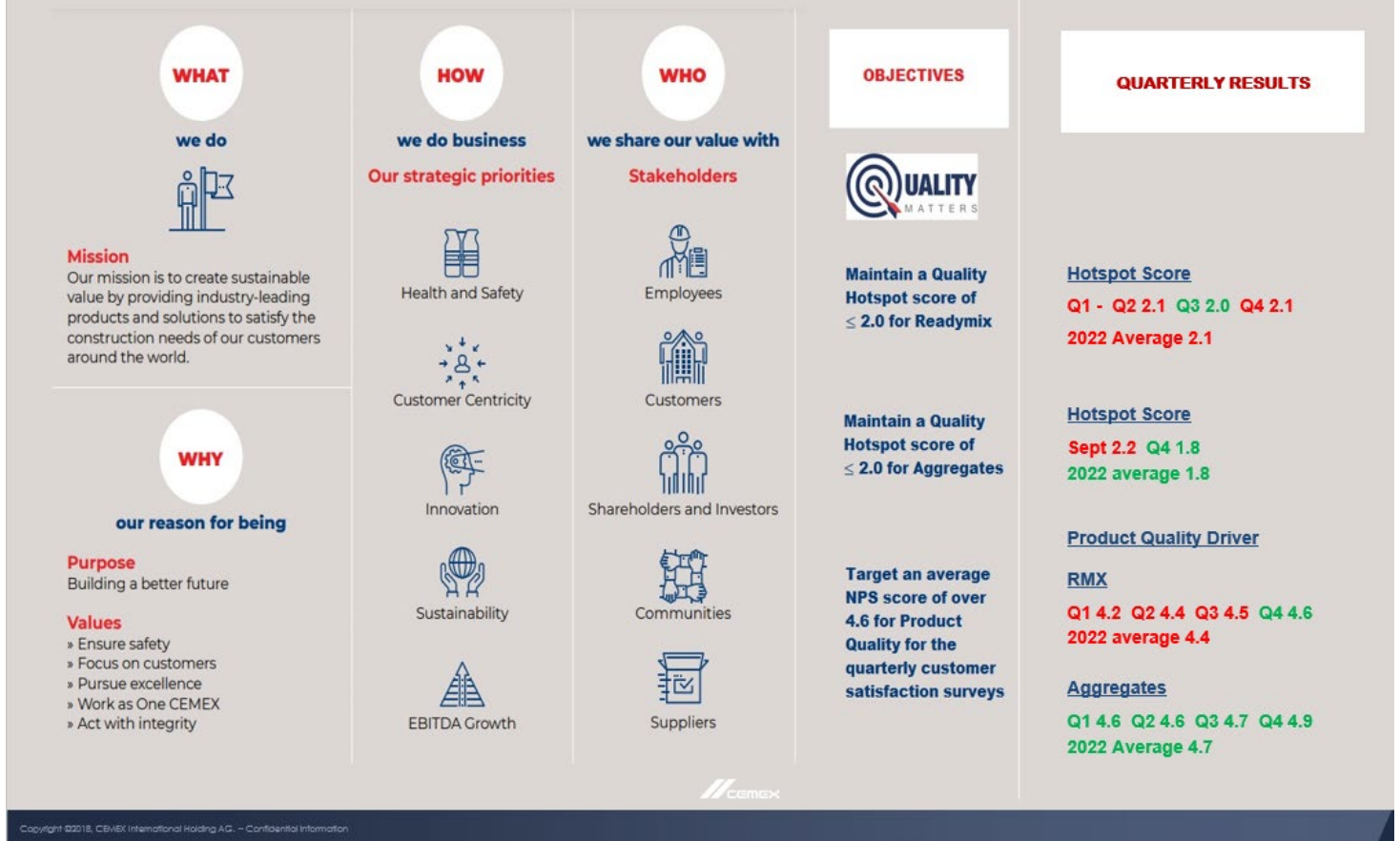
“To provide an improved level of Product and Service Quality”

The following shows the performance of the Asphalt and Materials Businesses in 2022

CEMEX Urbanisation Solutions– Asphalt					
Quality Objectives 2022					
WHAT	HOW	WHO	OBJECTIVES	BRIEFING	QUARTERLY RESULTS
<p>we do</p>  <p>Mission Our mission is to create sustainable value by providing industry-leading products and solutions to satisfy the construction needs of our customers around the world.</p>	<p>we do business</p> <p>Our strategic priorities</p>  Health and Safety  Customer Centricity  Innovation  Sustainability  EBITDA Growth	<p>we share our value with</p> <p>Stakeholders</p>  Employees  Customers  Shareholders and Investors  Communities  Suppliers	 <p>Achieve an NPS of greater than 45</p> <p>96% Plant availability on a plant by plant basis</p> <p>97% Cat A FPC Results per plant</p> <p>SD of binder content of less than 0.250</p> <p>10% RAP Addition Rate in 90% of Available Base/Binder</p> <p>Average Speed of Pick Up to be less than 45 minutes</p>	<p>NPS utilised in to evaluate the overall objective performance.</p> <p>Each plant will be measured quarterly against its availability to supply its customer base</p> <p>The number of Cat A FPC test results, binder content SD and</p> <p>RAP addition rates will be monitored and reported on a monthly basis.</p> <p>The average turnaround time for collect customers as an average across all plants</p>	<p>NPS Q1 44 Q2 13 Q3 38 Q4 38 2022 Average 33</p> <p>Plant availability Q1 94% Q2 94% Q3 97% Q4 96 2022 Average 95%</p> <p>% Cat A Q1 98% Q2 97% Q3 97% Q4 96% 2022 average 97%</p> <p>Binder SD Q1 0.235 Q2 0.221 Q3 0.214 Q4 0.207 2022 Average 0.219</p> <p>% RAP Addition Q1 91% Q2 84% Q3 104% Q4 81% 2022 average 90%</p> <p>Average turnaround time Q1 47.6 Q2 45.11 Q3 45.09 Q4 52.83 2022 Average 47.05</p>

CEMEX Materials UK

Quality Objectives 2022



In 2022, the UK businesses achieved an average NPS score of 36 which is marginally lower than the 42 achieved in 2021.

Although not all of the objectives were achieved in 2022, we were constantly very close with some good improvements made throughout the year.

2023 Objectives are currently in the process of being agreed and will be communicated shortly.

Objectives and other QMS Documents are available 24/7 on the Quality App which is available for download at all CEMEX locations

